

**2013 FCC EEO Public File Report for Charter Communications
12604 - OPS Scotts Bluff Cnty NE**

This Report Covers September 1, 2012 through August 31, 2013

Total Number of Full-Time Vacancies Filled During This Period: 10
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 37

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State NE
FCC Unit 12604 - OPS Scotts Bluff Cnty NE

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1303542	Broadband Installer	Charter.com	1	0
		Referral	1	0
		Direct Employers	0	0
1303542 Total			2	0
1303824	Broadband Installer	Charter.com	1	1
		Google	1	0
		Direct Employers	0	0
		DCT box message	1	0
1303824 Total			3	1
1204775	Broadband Tech I	Charter.com	2	0
		Indeed.com	1	0
		Nebraska Workforce	1	1
		Direct Employers	0	0
1204775 Total			4	1
1204673	Business Account Executive	Charter.com	1	1
		Direct Employers	0	0
1204673 Total			1	1
1205405	Cust Sales & Serv Cntr Rep	Charter.com	3	0
		Indeed.com	6	0
		Nebraska Workforce	1	0
		Referral	3	1
		Simply Hired	1	0
		Direct Employers	0	0
1205405 Total			14	1
1204235	Direct Sales Rep	Charter.com	1	1

FULL-TIME VACANCIES FILLED

State NE
FCC Unit 12604 - OPS Scotts Bluff Cnty NE

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1204235	Direct Sales Rep	Monster	1	0
		Referral	1	0
		Direct Employers	0	0
		Randstand SourceRight	0	0
1204235 Total			3	1
1204624	Direct Sales Rep	Charter.com	1	0
		Indeed.com	1	1
		Direct Employers	0	0
1204624 Total			2	1
1204625	Field Auditor	Charter.com	1	1
		Direct Employers	0	0
1204625 Total			1	1
1302665	Locator	Charter.com	1	1
		Direct Employers	0	0
1302665 Total			1	1
1302572	Network Technician	Charter.com	3	1
		Google	1	0
		Indeed.com	1	0
		Direct Employers	0	0
1302572 Total			5	1
1204953	Sup, Cust Sales & Service Cntr	Charter.com	1	1
		Direct Employers	0	0
1204953 Total			1	1
Grand Total			37	10

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Charter.com	www.charter.com		Internet Posting	N/A	N	16
State Job Board-NE	www.neworks.nebraska.gov		Internet Posting	N/A	N	2
Simply Hired.com	www.simplyhired.com		Internet Posting	N/A	N	1
Monster.com	www.monster.com		Internet Posting	N/A	N	1
Indeed.com	www.indeed.com		Internet Posting	N/A	N	9
Direct Employers Association	www.charter.com	9002 N. Purdue Rd. Ste. 100, Indianapolis, IN 46268	Internet Posting	317-874-9000	N	
Charter DCT/DVR messages					N	1
Ranstad Source Right	janelle.pflum@chartercom.com	Indianapolis, IN	Janelle Pflum	317-747-4248	N	
Google	1600 Amphitheatre parkway	Mountain View, CA 94043	Internet Posting		N	2
Referral	various				N	5

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Charter Offices	Weekly	Weekly postings of all opening in each Charter office for internal candidates to review.
2	Direct Employers Association	On-going	Charter is a member of the Direct Employers Association. Though this non-profit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions, state workforce agencies, and job banks(s), and organizations that distributes to women, minorities, the disabled, and veterans.
3	Nebraska Products Show	10/03/2013 - 10/04/2013	Product/Expo Show in Grand Island, Nebraska. Largest business & industry product show in Nebraska & the Midwest.
4	Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions	Ongoing	Charter Communications arranged and paid for training for field technicians and supervisors, enabling acquisition of skills to qualify them for higher level positions. Supervisors and managers participated in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Leadership Connect, Advanced Leadership Connect, Effective Hiring, Performance Management, Civil Treatment for Managers, and Strategic Leadership (for Directors and above). Charter Communications provides twice yearly (April and September) study guides and practical assessments to enable self promotion for Broadband and System Technicians. Charter Communications requires that new employees complete the following training within their first month of employment: Harassment Prevention in the Workplace, Information Security and Privacy, Records and Information Management, Wage and Hour, and Charter's Marketing Privacy Preferences.